

Department of Veterans Affairs Acquisition Academy (VAAA)
Acquisition Internship School (AIS)
Warriors to Workforce Program (W2W)

About the Program

Warriors to Workforce (W2W) is a 10 month program that offers Veterans an opportunity to transition into a new career in the federal government by applying their military skills and experiences to the Contract Specialist field. The program focuses on transitional support, mentoring, professional development, and foundational career training activities. Interns complete the program as a cohort, fortified by a built-in support system that mirrors the team environment and camaraderie that they experienced in the military. These relationships create a foundation for a lasting professional network throughout their career. After successful completion of the program, interns advance to the two-year Acquisition Intern Program (AIP) which equips them with the skills and experiences they need to become full-time Contract Specialists. Through the W2W and AIP programs, Veterans are taught in-demand skills and competencies which allow them to continue serving their country as civil servants.

W2W Program Highlights

Interns are hired as GS-5 federal government employees. The W2W curriculum includes the following components:

- Business Education; instructor-led college business courses from an accredited institution that provides the necessary college credits to meet the positive education requirements to enter the Contract Specialist (1102) career field as well as the foundational knowledge to thrive professionally
- Professional Development; foundational acquisition and general business training
- Peak Performance Training; individualized training which provides critical mental skills to enhance resilience, confidence, adaptability and mental agility
- Mission Service; projects organized to give back to the community and connect with the Agency mission
- Transition Support; individual and group coaching and mentoring through the transition from military to civilian culture

AIP Program Highlights

Interns who successfully complete the W2W Program are converted to GS-7 Contract Specialists and matriculate to the AIP where they learn the essential technical and professional competencies for contracting professionals (including the requisite training for both the Federal Acquisition Certification in Contracting (FAC-C) and Defense Acquisition Workforce Improvement Act (DAWIA) Levels I and II Certification) in an experiential learning environment with real-world work scenarios. The AIP includes formal courses in contracting, professional skills, and contract writing systems. AIP interns also participate in hands-on skill building workshops on On-the-Job Training rotations in the field to reinforce their knowledge. Upon successful completion of the AIP, interns are strategically infused into the Acquisition workforce to meet the needs of federal contracting organizations throughout the country.

Collectively, the W2W Program and AIP have received 11 government and industry awards since 2008.

W2W Hiring Criteria

- OEF/OIF/OND Veterans with a service-connected disability & Honorable Discharge
- High school diploma (or equivalent) with little to no post-secondary education (i.e. no college degree)
- Flexibility to move for training in Frederick MD, and for final placement at a federal contracting organization within the U.S.

W2W Compensation & Benefits

- Full-time, paid position
- Health, vision, and dental insurance plan options
- Flexible spending accounts and Thrift Savings Plan (TSP)
- Annual leave
- Sick leave
- Life Insurance

Send W2W Inquiries to VAAAW2W@va.gov